

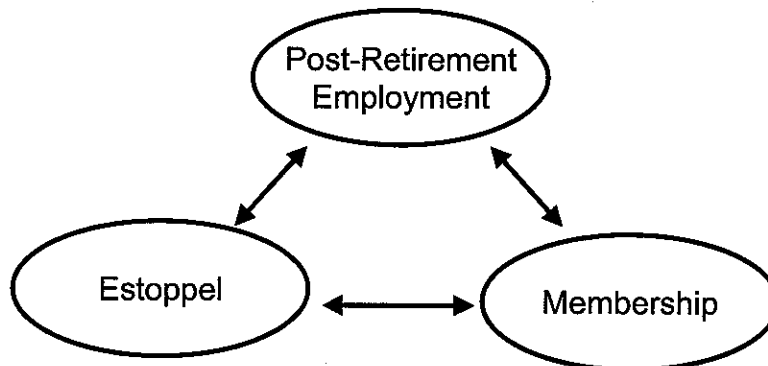
Post LEOFF Employment Initial Proposal

**WASHINGTON STATE
Law Enforcement Officers' and Fire Fighters'
Plan 2 Retirement Board**

June 23, 2004

1

Policy Inter-relationships



2

Post Retirement Employment

- Wide range of treatment across Plan 2s
- **LEOFF Plan 2:** *Cannot return to eligible public employment (any system/plan) without suspension of benefits*
- **PERS-TRS-SERS Plan 2:** *May return to limited amount of eligible public employment each year without suspension of benefits*
- **WSPRS Plan 2:** *May return to eligible public employment (other than WSP) without suspension of benefits*

3

Estoppel

- Restricts certain retirees and members from accruing a benefit in another system
- Policy inconsistent with LEOFF Plan 2 design
 - Earlier retirement age than other plans
 - Generally assumes post LEOFF employment

6

Membership

- Membership rules may create complications for returning to work
 - Different rules apply to “eligible” and “ineligible” positions
 - An “optional membership” position is treated as an eligible position even if member does not choose to become a member
 - Dual membership can be complicated when plans have different normal retirement ages

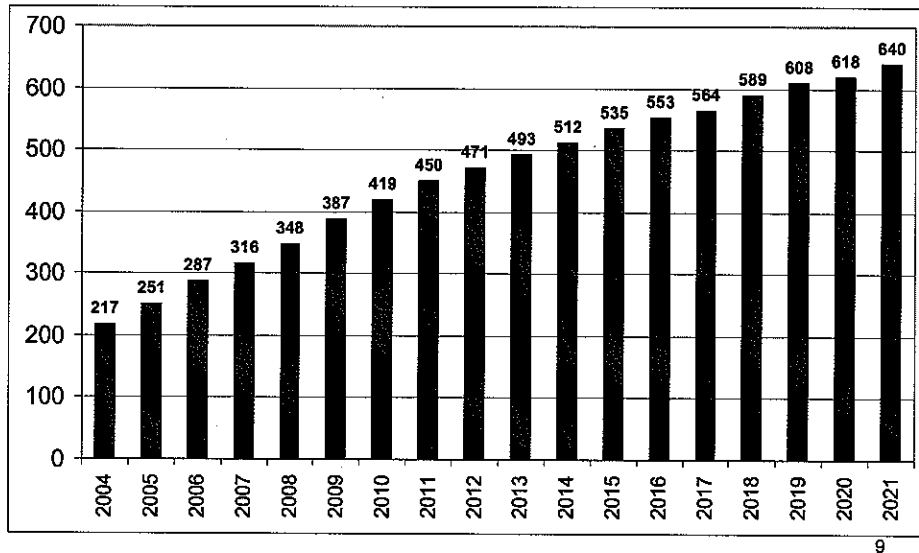
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Income Replacement

- General target 60 - 90%
- LEOFF Plan 2 generally expected to provide 40 – 50%
 - 20 to 25 years service
- Other sources used to make up gap
 - Social Security
 - Savings
 - Work

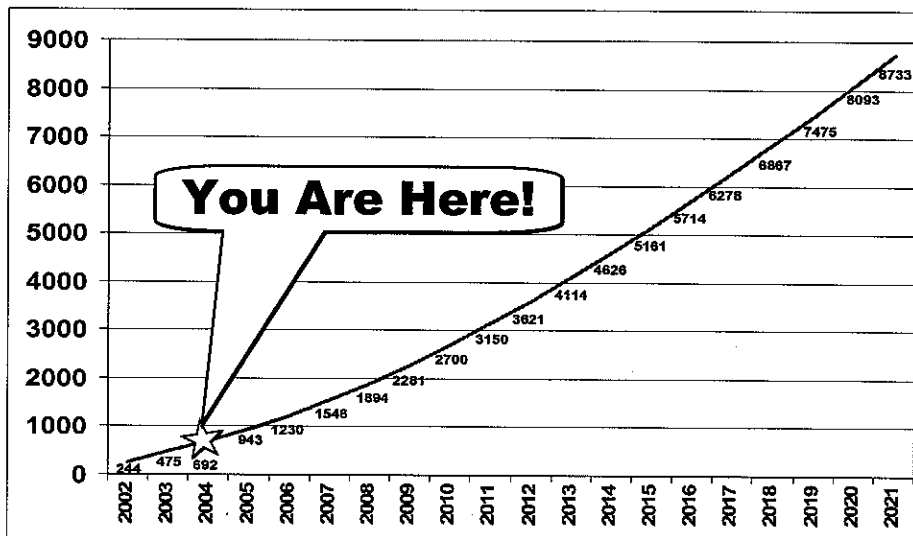
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Projected Yearly Retirements



9

Projected Cumulative Retirements



10